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JTPA

Presidential Awards

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U.S. Department of Labor
Second Annual
Job Training Partnership Act
Presidential Awards

In Recognition of
Outstanding Contributions
by Private Sector Volunteers
and
Exemplary JTPA Programs

Washington, D.C.
April 1989

MESSAGE FROM THE PRESIDENT

THE WHITE HOUSE

WASHINGTON

March 27, 1989

I am delighted to offer my warmest greetings to everyone gathered for the presentation of the Job Training Partnership Act (JTPA) Presidential Awards. It is a great pleasure to congratulate the Award recipients and all those who are helping to build the American workforce of tomorrow.

The training and employment system created under the JTPA gives convincing testimony to the effectiveness of public-private partnerships. The system succeeds due to the outstanding individuals and programs we honor today.

The men and women receiving these prestigious awards embody the generous community spirit that is vital to our Nation's continued prosperity. Their commitment to the JTPA is reflected by the fact that, in the seven years since the JTPA was enacted, more than 4.4 million Americans have received valuable training and employment assistance.

I commend each of you for your dedicated service to the American worker. Thank you and God bless you.

George Bush

MESSAGE FROM THE SECRETARY

U.S. DEPARTMENT OF LABOR

SECRETARY OF LABOR
WASHINGTON, D.C.

Congratulations and my sincere appreciation go to the recipients of the Second Annual Job Training Partnership Act (JTPA) Presidential Awards. Not only have these outstanding private sector volunteers and programs made exemplary contributions to JTPA, they are furthering our progress towards the fulfillment of our Nation's goal--to have a fully trained, highly skilled workforce.

The Awards recipients have worked to successfully combine the energies and resources of business, labor, community-based organizations, education, government and other human service agencies to provide training, employment and supportive services to the economically disadvantaged and other individuals with significant barriers to employment.

Each recipient has been selected from among the many nominations made by the Governors. Several of our partners in the training and employment community--the Human Resources Development Institute of the AFL/CIO, the National Alliance of Business, the National Association of Counties, the National Association of Private Industry Councils, the U.S. Conference of Mayors, National Governors' Association, the National Urban League, SER-Jobs for Progress, and the President's Committee on Employment of People with Disabilities--have participated with us in the selection process. We thank these groups for their efforts. I know they extend their praise along with mine to these outstanding awardees.

Sincerely,

Elizabeth Dole

Elizabeth Dole

SECOND ANNUAL JTPA PRESIDENTIAL AWARDS WINNERS AND HONORABLE MENTIONS

OUTSTANDING PRIVATE SECTOR VOLUNTEER

WINNER:

Mr. W. Perry Gaines
Director, Customer Support
Milliken and Company
Spartanburg, South Carolina

HONORABLE MENTIONS:

Mr. Lawrence C. Krampert
Vice-President, Personnel
Critikon, Inc.
Tampa, Florida

Ms. Barbara Shaw
Owner, Barbara Shaw Seminars
Lafayette, California

OUTSTANDING PRIVATE INDUSTRY COUNCIL

WINNER:

Private Industry Council of Atlanta, Inc.
Atlanta, Georgia

HONORABLE MENTIONS:

Greater Nebraska Private Industry Council, Inc.
Lincoln, Nebraska

St. Lawrence County Private Industry Council
Canton, New York

OUTSTANDING PROGRAM FOR SERVING THOSE WITH MULTIPLE BARRIERS TO EMPLOYMENT

WINNER:

WORKHAWAII
Wahiawa, Hawaii

HONORABLE MENTIONS:

Project Work-Able
Akron, Ohio

Janice W. Capilouto Center for the Deaf
Employment and Training Program
Montgomery, Alabama

SPECIAL AWARDS

RISE and MOVE
Earle, Arkansas

JOBS WEST
Hayward, California

Electronic Information Management Training
Des Moines, Iowa

Youth Development, Inc.
Albuquerque, New Mexico

Generations Together
Pittsburgh, Pennsylvania

New Horizons
Richmond, Virginia

SCHEDULE OF EVENTS

WELCOME	April 5, 1989 8:30 a.m. Washington Hilton Hotel Dupont Room
RECEPTION ON CAPITOL HILL	April 5, 1989 6 p.m. to 8 p.m. Rayburn House Office Building Room 2261
AWARDS CEREMONY	April 6, 1989 11 a.m. Department of Labor Auditorium

OUTSTANDING PRIVATE SECTOR VOLUNTEER

W. PERRY GAINES

Director, Customer Support
Milliken and Company
Spartanburg, South Carolina

Mr. W. Perry Gaines provides leadership and purpose to the training and employment programs in South Carolina as well as the JTPA system nationwide. Active in JTPA since 1983, Mr. Gaines is currently the Chair of South Carolina's Governor's Job Training Council, and in that capacity has been instrumental in enhancing the public/private sector partnership. He has implemented a customer-oriented management approach for the PICs that has placed the private sector in control. He has initiated greater involvement of the PIC members by requiring them to conduct on-site visits with the contractors prior to contract awards.

Mr. Gaines has been instrumental in the successful marketing of JTPA to the local private employers. He established a Speaker's Bureau comprised of PIC members who address various civic and business organizations on the benefits of JTPA programs.

The leadership qualities Mr. Gaines has exhibited in South Carolina prompted his selection as Chairperson of the National Association of SJTCC Chairs. In this role he has served to foster greater public awareness of national training and employment programs, and their place in a changing economy. He also has participated in regional activities including Workforce/Workplace 2000 and Job Service Employer Committee initiatives.

HONORABLE MENTION FOR OUTSTANDING PRIVATE SECTOR VOLUNTEER

LAWRENCE C. KRAMPERT
Vice-President, Personnel
Critikon, Inc.
Tampa, Florida

Mr. Larry Krampert, currently serving as Chair of the Tampa PIC, has an impressive history of 20 years of involvement in training and employment programs. He has demonstrated a continuous magnitude of enthusiasm in various JTPA projects. His efforts include the management of an outstandin private sector summer youth campaign, the organization of a long-range strategic plan of community involvement in the PIC, the development of an Annual Partnership breakfast attended by nearly 1000 business people, and the promotion of PIC activities through the media.

Mr. Krampert communicates with leaders from education, city and county governments, and private business to ensure that all facets of the community participate. His company, Critikon Inc., is supportive of JTPA programs through its hiring of a substantial number of the participants. He has built successful partnerships with other businesses to obtain additional funding an in-kind contributions.

HONORABLE MENTION FOR OUTSTANDING PRIVATE SECTOR VOLUNTEER

BARBARA SHAW
Owner, Barbara Shaw Seminars
Lafayette, California

Barbara Shaw is a recognized leader in the JTPA system. She was one of the original members of the Contra Costa PIC. She has been a Committee Chair, the Vice Chair, and served two full terms as the PIC Chair. In addition to her duties as a PIC member and officer, she is serving as a member of the National Association of Private Industry Councils' Task Force on PICs for the Nineties. She was a member of the Department of Labor Task Force on Performance Standards for JTPA, and a member of the SJTCC PIC Chairs' Working Group. As Chair of the Marketing and Economic Development Committee, she led the establishment of a PIC-funded Business Resource Center and the implementation of a coordinated, unsubsidized Summer Youth Jobs Program.

Ms. Shaw has been instrumental in increasing the awareness of the benefits of JTPA in the business community. She established a PIC member speakers' bureau which addresses local Chambers of Commerce and Rotary Clubs. In all areas of involvement, Barbara Shaw has a been resourceful, productive participant in the training and employment system.

OUTSTANDING PRIVATE INDUSTRY COUNCIL

PRIVATE INDUSTRY COUNCIL OF ATLANTA, INC.

Atlanta, Georgia

Strong public/private partnership is the key to the success experienced by the Private Industry Council (PIC) of Atlanta, Inc. The Atlanta PIC demonstrates outstanding leadership and strong involvement with the local and regional governments. It has been instrumental in coordinating the efforts of the four SDAs located in the metropolitan Atlanta area.

The Atlanta PIC is in the forefront in the development of unique programs responsive to special needs and problems of its population. The population served includes 95% black participants; 72% women, most of whom are single parents; and 40% on public assistance. The homeless were identified as a target group. The PIC supported a community-wide effort to establish and maintain the Atlanta Conservation Corps, a program to serve out-of-school youth. An additional project was funded by the PIC to train the educable mentally handicapped in custodial occupations. The PIC has a strong volunteer mentor program that acts as role models, advisors, and friends to Atlanta youth.

Leveraging non-JTPA funds is apparent on every level of PIC activity, resulting in publication of major documents, free space, furnishings and meals, as well as over $100,000 in services and networking. One example is the Summer Youth Marketing Campaign, organized and led by private sector PIC members. Over 1,000 summer jobs were secured by the youth of Atlanta. Strong coordination efforts with the Chamber of Commerce and agencies for welfare assistance and rehabilitative services also stretch the resources of the PIC.

HONORABLE MENTION FOR OUTSTANDING PRIVATE INDUSTRY COUNCIL

GREATER NEBRASKA PRIVATE INDUSTRY COUNCIL, INC.
Lincoln, Nebraska

The Greater Nebraska Private Industry Council (PIC), Inc., representing an 88 county SDA, has effectively dealt with geographic diversity and a declining agricultural economy. The Council has provided time, guidance, and oversight to develop unique programs to address the special needs of this vast SDA.

The Council has pursued an aggressive economic development and marketing strategy to make JTPA work for rural Nebraskans. With a declining agricultural economy coupled with limited JTPA formula funds, the PIC actively pursued USDA 1440 funds. Over $400,000 were received to support "Agriculture-In-Transition", a national model program promoting one-stop-shops for numerous support services to dislocated farmers and agricultural workers.

The Greater Nebraska PIC worked to increase private sector participation in JTPA activities. The Council has effectively coordinated with the Nebraska Department of Economic Development and the Nebraska Community College System to provide customized, employer specific training for new and expanding business, such as Appleton Electronics in Columbus. Over 95 percent of all OJT is done in the private sector.

HONORABLE MENTION FOR OUTSTANDING PRIVATE INDUSTRY COUNCIL

ST. LAWRENCE COUNTY PRIVATE INDUSTRY COUNCIL
Canton, New York

The St. Lawrence County Private Industry Council (PIC) has successfully dealt with a difficult challenge of dislocated workers. In August 1986, the Central Foundry Division of General Motors announced that it would phase out 1,200 jobs at its Massena plant. Through extensive cooperation with the St. Lawrence County Board of Legislators, the St. Lawrence County Office of Economic Development, the United Auto Workers Local 465, United Steel Workers of America Local 3701, the Aluminum Brick and Glass Workers International Union Local 420 and Massena community members and agencies, the PIC developed a three-phase plan to serve the dislocated workers.

The St. Lawrence County PIC has directed this effort, reviewing program performance, approving program budgets, as well as demonstrating an impressive ability to leverage funds from other State resources. The PIC has collaborated with the UAW/GM Human Resources Center, the Regional Education Center for Economic Development, the New York State Job Service, the Power Authority of the State of New York, and local programs to obtain staff support, training opportunities, employment services, and commitment of funds to assist in local reemployment efforts. These efforts have helped to maintain a 98% placement rate and an average wage at placement of $11.84 per hour.

OUTSTANDING PROGRAM FOR SERVING THOSE WITH MULTIPLE BARRIERS TO EMPLOYMENT

WORKHAWAII

Wahiawa, Hawaii

WORKHAWAII demonstrates the oustanding achievement of educators, from the Department of Education Central District, taking the leadership role in forging a successful partnership with JTPA and private business in developing an often overlooked source of workforce potential: handicapped individuals. This innovative program ensures that handicapped individuals are adequately prepared for successful transition to post high school employment or training prior to leaving school. In addition to employable skills, positive social behavior and self-esteem are highlighted in its agenda. All performance goals were exceeded by the program.

All participants were special education students, lacked occupational skills/work experience, were at risk of not graduating from high school and resided in areas of limited employment opportunities. The design of the program included a unique parent support/training component. Parents were developed as a resource to support their children's employment and eventual economic independence.

WORKHAWAII effectively coordinated its efforts with the private sector through the Oahu Private Industry Council. The project received support from post-secondary educational institutions, the business community's Adopt-A-School Hotels program, the Parent Information Network, and community-based organizations. With a vigorous marketing campaign and an intensive door-to-door outreach to local businesses in the district, the project was able to achieve acceptance by the business community. A total of 49 local businesses actively participated and have agreed to continue with the program.

HONORABLE MENTION FOR OUTSTANDING PROGRAM FOR SERVING THOSE WITH MULTIPLE BARRIERS TO EMPLOYMENT

PROJECT WORK-ABLE
Akron, Ohio

Project Work-Able, a collaborative effort between the Western Reserve Psychiatric Habilitation Center and Goodwill Industries of Akron, is a noteworthy example of optimum linkages among community resources. It is designed to assist economically disadvantaged persons with chronic mental illness and other disabilities, such as substance abuse, and homelessness, obtain access to employment opportunities. Project Work-Able, with an entered employment rate of 81% (with a goal of 45%), utilizes an effective supported employment model which provides training and supportive services once the participant is placed into a job.

Project Work-Able coordinates services offered by the private and public sector, other training and employment agencies, unions, consumer rights organizations, rehabilitation providers and business to effectively maintain people in employment after their discharge from a psychiatric center.

Project Work-Able's supported employment model is achieving growing acceptance by the business community of those persons with multiple barriers to employment.

The program combines efficient management and administration with a high level of staff commitment and dedication.

HONORABLE MENTION FOR OUTSTANDING PROGRAM FOR SERVING THOSE WITH MULTIPLE BARRIERS TO EMPLOYMENT

JANICE W. CAPILOUTO CENTER FOR THE DEAF EMPLOYMENT AND TRAINING PROGRAM
Montgomery, Alabama

The Janice W. Capilouto Center for the Deaf gives the handicapped individual facing multiple obstacles to employment the chance needed to succeed in the mainstream of life. The Capilouto Center provides exemplary, coordinated vocational and placement services for JTPA-eligible deaf, hard-of-hearing, and speech impaired individuals in a 15 county area of Central Alabama. The Center has an excellent 99% positive termination rate, with a 93% rate of placement into unsubsidized employment.

The Capilouto Center utilizes classroom training and job development components to prepare the participants for employment. Extensive coordination and networking within the community facilitate the Capilouto Center's information exchange, in-service training, referrals, and outreach to promote an awareness of programs available to those with hearing impairments. Collaborative efforts exist between the Center and various public and private organizations, including vocational rehabilitation centers, education departments, police and fire departments, and area businesses.

SPECIAL AWARD
A REMEDIAL EDUCATION PROGRAM

RISE AND MOVE

Earle, Arkansas

RISE and MOVE is a two part program which involves JTPA participants as peer tutors and identifies at-risk students in need of remediation. RISE (Remedial Instruction Strengthens Education) is a program for 4-16 year olds who have been identified as being at-risk of academic failure or having other barriers which may impact negatively on their academic achievement. MOVE (Motivational Opportunities for a Vital Education) is a program for 14-18 year old JTPA-eligible students who maintain a B average or better. These students are trained to tutor their peers. To date, over 325 at-risk students have been assessed, tested, and have received tutoring and remedial assistance. Thirty tutors have been employed and ten have received savings bonds for academic achievement. The overall effectiveness of the program is demonstrated by the fact that 89% of the students enrolled in the program through the summer passed the State's mandatory minimum performance test.

RISE and MOVE successfully coordinates many facets of the community resources to achieve its goals, based in a cooperative agreement between the Eastern Arkansas Private Industry Council and the Division of Vocational Education. The Earle School District provided classroom facilities and transportation for students; the Winthrop Rockefeller Foundation funded educational and recreational field trips; the City of Earle provided facilities for the students to swim; private businesses and several churches provided cash donations; local press provided media coverage; and Literacy Councils trained the tutors. RISE and MOVE encourages youths with learning problems to stay in school and improve their academic achievement.

SPECIAL AWARD
A PROGRAM FOR OUT-OF-SCHOOL YOUTH

JOBS WEST
Hayward, California

The JOBS WEST (Work and Earn through Skills Training) program offers a wide array of activities to economically disadvantaged youth. It is a participant driven program offering vocational training, basic skills training, internships, personal counseling, career development, on-the-job training, job search workshops, and job placement. Youth come to this program with a diversity of barriers: 64% were dropouts, 71% were minorities, 44% were on public assistance, 16% were limited English speaking, 20% were single heads of household and 19% were offenders. In spite of these barriers, JOBS WEST has still been able to achieve a 95% termination rate. These are truly the hard-to-serve youth who need what JTPA has to offer.

The JOBS WEST program, with significant support from the Private Industry Council, was designed to fill the gap that existed in Alameda County by offering out-of-school youth an innovative and effective centralized program to meet their specific needs. Youth are given the chance to discover aspects of themselves through individualized activities, such as shadowing someone in a job, conducting research in the field, or working in a short internship with a company.

The JOBS WEST recruitment network has been very successful in developing linkages all over the county to recruit eligible youth. Youth are referred to other agencies to help them overcome any obstacles to employment. Schools and community-based organizations (CBOs) have linked to provide basic skills and language training. Youth are referred to JOBS WEST by the Juvenile Court Schools, Probation Department, School District Dropout Boards, CBOs, Social Services Department, and Employment Development Department.

SPECIAL AWARD
A PROGRAM TO SERVE SINGLE, LOW-INCOME PARENTS

ELECTRONIC INFORMATION MANAGEMENT TRAINING

Des Moines, Iowa

The Electronic Information Management Training (EIMT), a collaborative effort of IBM, YWCA of Greater Des Moines, and the Iowa Comprehensive Human Services, was designed to address two pressing needs, the need for well trained workers in the growing electronic data field, and the need to provide a training opportunity to low-income single parents. EIMT focuses upon economically disadvantaged individuals who face multiple barriers to employment: lack of education, lack of skill training, unavailability of affordable child care, and lack of transportation. In partnership with other social service agencies and private sector companies, this program offers to the participant training in the management of electronic information, child care facilities at no cost to the parent, transportation to and from training, basic and remedial skills training and job-search assistance network.

In attempting to meet the need for well-trained workers, IBM has donated five of the latest-in-technology computers now being used in industry-specific businesses such as finance and insurance. IBM and MANPOWER, Inc. provided the program a team of experts that developed a curriculum that is industry-specific in keeping with the unique needs of the electronic information field. The YWCA provides for personal needs, including physical and mental fitness, food, and clothing.

In short, EIMT is truly a well-rounded training project. It identifies the needs of the community and of the participants, then sets forth to coordinate services for each.

SPECIAL AWARD
HIGH-RISK YOUTH PROGRAM

YOUTH DEVELOPMENT, INCORPORATED

Albuquerque, New Mexico

Youth Development, Incorporated (YDI) offers economically disadvantaged, adjudicated youth a quality entry employment experience and a structured GED Prep program. This program has had a profound impact in the community. Its existence aids other youth oriented programs which also deal with high risk youth, i.e. group shelters, runaway facilities, juvenile detention centers, and institutional diversion programs.

YDI has experienced success in assisting participants obtain basic training and employment. Enrollees, all of whom are school dropouts, must participate in basic training and work experience. Each participant is assessed to determine academic levels and each participant then works at his own pace. Flexible scheduling, one-on-one counseling, individualized career planning, and job development have proven to be effective in helping these clients to overcome their employment difficulties.

This program has made notable strides in the identification of potential employers in the community. It uses several methods of referring youth to employers. YDI has established a large pool of contacts within the private sector, training and employment agencies, labor and other organizations. Their 77% placement rate in private sector employment attests to their success and acceptance by the business community.

SPECIAL AWARD
AN OLDER WORKERS PROGRAM

GENERATIONS TOGETHER

Pittsburgh, Pennsylvania

Generations Together is an innovative approach to training older workers to enter or re-enter the workforce. The program utilizes a specially designed college level curriculum allowing disadvantaged individuals a unique opportunity to receive training as child care aides. This intergenerational approach has given individuals an opportunity to improve their economic situation and to re-establish themselves as a needed element in nurturing the young. It also improves the overall quality of child care services. In response to a growing older population, the training shifts the focus on elderly programs from immediate social benefits to longer term economic improvement.

The program is a combined effort of the Pittsburgh Partnership and the University of Pittsburgh, and several private sector groups. Local businesses are very supportive, realizing the continuing need for quality child care workers. The program model has been conducive to replication in other SDAs because the training components and the employment potential for trainees are generally accessible in most locales.

The single most important achievement is the rate of employment (83%) for those who complete training. The completion of training and subsequent employment is proof that the elderly are able to engage in meaningful activity and provide a useful contribution to employers. For a society that has a greater number of older individuals, it is proof that learning, achievement and entry into a new vocational field are not restricted by age.

SPECIAL AWARD
AN AT-RISK YOUTH PROGRAM

NEW HORIZONS
Richmond, Virginia

Geared to the needs of the target population and the local economy, New Horizons offers economically disadvantaged, at-risk students training that allows them to transfer problem-solving skills learned in the classroom to actual work situations. This program provides a combination of paid jobs, remediation in basic skills, computer literacy and life skills classes for 70-100 high school youth annually.

New Horizons' students follow a regular school schedule, except for the fourth class when they attend a job training class. The focus of the special curriculum is reading, writing, computing, speaking and computer literacy. After lunch, students leave school and arrive at their jobs where they work for four hours at minimum wage or higher. The program is continued through the summer, and includes work experience seminars and special lectures.

New Horizons is a full partnership between the Metro Richmond Private Industry Council and local schools, businesses, government, and industry. Local businesses, through a series of training, curriculum and other education committees, have helped to shape the curriculum. The schools and businesses seek to reinforce the skills taught by the other partner. The schools are able to motivate the students with a chance of meaningful employment. The supervisors often pose as "mentors" for the students, as well as providing training for work skills and good work ethics. The New Horizons Program offers students a choice and a chance to succeed. The results include reduced absenteeism and attrition, plus a more positive attitude in both school and work.